

China Steel Corporation Prohibiting Sexual Harassment Statement

In accordance with Act of Gender Equality in Employment, Sexual Harassment Prevention Act, Regulations of Sexual Harassment Prevention, Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace. China Steel Corporation (referred to as the Company) hereby promulgates a statement prohibiting sexual harassment, and formulates a grievance procedure for handling such incidents, so as to provide a working environment for all employees and dispatched workers of the Company to be free from sexual harassment. The Company does not tolerate sexual harassment by any supervisor, employee (including job applicant), dispatch worker, customer, or third party.

Sexual harassment referred to statement is defined in line with Article 12 of Act of Gender Equality in Employment and with Article 2 of Sexual Harassment Prevention Act respectively.

When a dispatched worker suffers from the sexual harassment, it shall be handled in accordance with the relevant provisions of Regulations for Prevention Measures, Complaints, Correction and Punishment of Sexual Harassment at the Workplace and in General formulated by the company.

All employees and dispatched workers of the Company have the responsibility to help ensure a working environment free from sexual harassment, and if you feel that you have been harmed or have witnessed and heard of such incidents, you should immediately report to your supervisor through the administrative system, or you can file a complaint with the Sexual Harassment Grievance Committee through the grievance hotline (07-8051013 or 07-8021111 ext. 3546) or mailbox (Kaohsiung Post Box 47-77). The Company strictly prohibits any retaliation against those who report such incidents, file such complaints, or assist in the investigation of sexual harassment complaints or investigations.

The Company will conduct an in-depth and prompt investigation of the complaint of such incidents, and take measures to maintain the confidentiality of the complainant, the content of the complaint and the outcome of the handling. If the sexual harassment is true after investigation (or in the case of false accusation), the Company will take appropriate measures and disciplinary action to deal with it.

In order to strengthen the awareness and understanding of all employees and dispatched workers on such incidents, the Company implements relevant prevention education and training, and both employees and dispatched workers are obliged to participate.

The Company encourages all employees and dispatched workers to handle such disputes through the administrative system or through the grievance hotline or mailbox. If additional assistance is required, we will do our best to provide it